

City of Greensboro



ANNUAL REPORT

PROGRAM YEAR AUGUST 15, 2008 – AUGUST 15, 2009

Over 30 Years: Enhancing the Lives of Women



TO: Honorable Yvonne J. Johnson and Members of Greensboro City Council

FROM: Cynthia Pinnix, Chairperson – Commission on the Status of Women

DATE: August 15, 2009

SUBJECT: **Annual Report – Program Year August 15, 2008 – August 15, 2009**

The *Commission on the Status of Women* (CSW) invites you to review the attached report. The key purpose of this report is to:

- Communicate a greater awareness of CSW purpose, role, and objectives.
- Outline the achieved outcomes by CSW committees.
- Provide Council with information on future CSW objectives as they relate to our mission: **to improve the quality of life for women in Greensboro.**

We hope you will find this report informative and useful in understanding the scope of CSW's work addressing the issues that may impact the economic, social, and the physical well-being of women.

Your continued support is greatly appreciated and valued.

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Background

The Greensboro Commission on the Status of Women (CSW) was established by ordinance in 1973 as an advisory group to the Greensboro City Council. Greensboro Code of Ordinances, Chapter 12, Article III, Section 12-43, defines the powers, functions and duties of CSW as:

- (1) To work towards the betterment of the status of women as it is affected by employment and educational opportunities, health services, child care services, welfare services, financial services, and community leadership opportunities;
- (2) To conduct surveys, public hearings, seminars, and informational programs, receive and investigate complaints with the aim of harmoniously resolving these complaints, accumulate information on subjects affecting women, and to prepare a leadership roster of women in the city;
- (3) To make recommendations to the city council for action it deems necessary in improving and upholding the opportunities in employment, education, and community services for all people regardless of sex;
- (4) To appoint at its discretion, subcommittees to concern themselves with specific problems relating to the *status of women*;
- (5) To perform such other duties as may be assigned to it from time to time by the city council.

Fifteen volunteer commissioners, who are appointed by City Council to serve three-year terms, oversee CSW's efforts ***to improve the quality of life for women in Greensboro.***

**2008-2009 COMMISSION ON THE STATUS OF WOMEN
(As of 8/15/09)**

<u>Commissioner</u>	<u>District</u>	<u>Appointed</u>	<u>Expiration</u>
1. Dorthula 'Dottie' Alston	1	08/15/06	08/15/09
2. Yvonne Cobb	5	11/20/07	08/15/10
3. Fanta Dorley	3	09/02/08	08/15/10
4. Shirley R. Douglas	1	09/17/08	08/15/11
5. Gloria B. Harris	2	02/05/08	08/15/10
6. Teresa Jobe	4	08/04/08	08/15/09
7. Spoma Jovanovic	3	08/21/07	08/15/10
8. Julie Lapham	3	08/21/07	08/15/10
9. Kathryn Murphy	5	01/06/09	08/15/10
10. Cynthia M. Pinnix	2	08/21/07	08/15/10
11. Naz Urooj	2	11/18/08	08/15/09
12. Brenda Walker Williams	5	09/02/08	08/15/11

Staff

Anthony W. Wade, Ph.D., Executive Director
Yamile Nazar Walker, Human Relations Administrator
Sarah E. Thomas, Administrative Assistant

CITY COUNCIL MEMBERS/DISTRICT

Yvonne J. Johnson	Mayor
Sandra Anderson-Groat	Mayor Pro Tem; At Large
Robbie Perkins	At Large
Marcy C. Rakestraw	At Large
T. Dianne Bellamy Small	District 1
Goldie Wells	District 2
Zack Matheny	District 3
Mike Barber	District 4
Trudy Wade	District 5

2008– 2009 COMMITTEES

STANDING COMMITTEES

Executive Committee

Cynthia M. Pinnix, Chair
Spoma Jovanovic, Vice Chair
Dottie Alston
Yvonne Cobb
Gloria B. Harris

Governance Committee

Spoma Jovanovic, Chair
Julie Lapham, Vice Chair
Cynthia M. Pinnix, ex officio
Dottie Alston
Teresa Jobe

AD HOC COMMITTEES

Community Partnership

Gloria B. Harris, Chair
Dottie Alston
Yvonne Cobb
Teresa Jobe
Brenda Walker-Williams

Services to Seniors

Dorthula 'Dottie Alston, Chair
Brenda Walker Williams, Vice Chair
Fanta Dorley
Shirley Douglas
Betty Marks, Community Member

Violence Against Women

Yvonne Cobb, Chair
Amanda Mack
Jean Perry, Community Member

WIRR Representative

Gloria B. Harris

EXECUTIVE SUMMARY AND 2009-2010 FORECAST

A review of the past year would be incomplete without recognizing the tremendous impact of the country's economic situation on City operations, specifically in relation to budgetary constraints and reduction in staff support. It also had an impact on the people who give so generously of their time without compensation to civic and volunteer endeavors. In many instances, persons originally interested in serving on City commissions had to withdraw their names from consideration while others already serving were required to resign from the position, most often due to changes in workplace assignments or policies. As a result of these two forces, CSW was compelled to make adjustments caused by reductions in staff support (no administrator or budget) and operating with fewer than the desired number of commissioners. Despite the challenging climate, CSW remained fully committed to identifying the issues, needs, and solutions for women in Greensboro. With the support of Human Relations Department (HRD) staff, time and attention was devoted to orientate new members about policies, structures, and scope of prospective activities. HRD staff organized an excellent training session on techniques for effective meeting management and use of Robert's Rules of Order. The aim was to foster productive, creative, and constructive exchange of ideas to accomplish CSW's objectives currently underway.

The unequal treatment of women remains a central issue in today's society. Research on the subject revealed that women earn only 77.5 cents for every dollar a man makes for similar work. CSW learned from a review of HRD's State of Human Relations report that while women generally reported less major life events of discrimination than men in our city, they reported higher levels of discouragement from attending school, especially among non-black minorities. CSW is firmly committed to developing multifaceted strategies to alleviate the constraints of unequal treatment and limited opportunities faced by women.

To address the issue of familial status discrimination, a partnership was developed with the Women's Resource Center to jointly sponsor a fair housing workshop. The Fair Housing Act prohibits discrimination against families with children who are under the age of 18. Therefore, this effort targets increased awareness on fair housing laws regarding the legal protection provided for families under the Federal Fair Housing Act.

The problems faced by women trying to make ends meet in a drastically changing economic environment are a recurring theme throughout the country. To address the economic potential of women and girls, CSW will again assist the Nussbaum Center for Entrepreneurship in the planning and marketing of its 2009 Women's Entrepreneurial Leadership & Learning Conference to be held on Saturday, November 7, 2009 at James B. Dudley Senior High School.

In March 2009, North Carolina's attorney general reported that there were 131 homicides in the state related to domestic violence—103 committed by male offenders; 25 by female offenders. Of the total number killed, 99 were female and 32 were male. With domestic violence being acknowledged as a rapidly growing concern in North Carolina, CSW voted to pursue collaboration with two visible agencies—NC Council for Women and FaithAction International House—to secure federal funding for a program providing education, outreach, and services for victims of domestic violence. The grant would have provided funds for two education leaders to join HRD staff. With the support of CSW, HRD staff submitted an application for the federal grant. Although the proposal received an excellent rating in the review process, it was denied due to the tremendous competition for scarce funds. Violence against women continues as a major issue to be addressed by CSW. To gain further insight into domestic violence statistics, legislation,

advocacy, etc., Commissioner Yvonne Cobb, chair of CSW's Violence Against Women Committee, attended the June 2009 Statewide Domestic Violence Training Conference sponsored by United States Attorneys for the districts of North Carolina.

Several CSW commissioners attended the Statewide Human Relations Conference held in August 2008 to gain knowledge on the various aspects of human relations. In February 2009, Chair Cynthia Pinnix attended the National Human Relations conference with HRD staff in Detroit. Commissioners also attended other context-specific conferences and events related to women's health, senior medical services, etc.

CSW's previous events and projects continued with success this year. The Services to Seniors 50 Plus forum to educate our senior population (mostly women) included health screenings for blood pressure, glucose, and cholesterol levels. The Services to Seniors Committee launched an aggressive effort to disseminate information about its *Vial of Life...It's in the Bag* project. In response, over 400 packets were distributed to churches, medical offices specializing in geriatrics, senior centers, volunteer firefighter departments, and residents.

CSW has endeavored throughout the year to increase its effectiveness and visibility in the community. Chair Cynthia Pinnix appeared with Dr. Anthony Wade, Director of Human Relations Dept., on Channel 6 to communicate CSW's benefits and services available for Greensboro residents. CSW Commissioners actively supported HRD events and programs, including Student Human Relations Commissions within the City and county high schools. Three CSW commissioners have been accepted as participants in the 2009-2010 IMPACT Greensboro leadership program.

Fiscal year 2009-2010 is expected to be an exciting and active one for CSW. CSW will continue to enhance its programs as it looks forward to serving as an influential stakeholder organization supporting the building of a structure to commemorate women of Greensboro. Goals and objectives will be more fully developed at CSW's annual retreat to be held on September 19, 2009 at Bur-Mil Park.

REPORTS OF STANDING COMMITTEES

A. Executive Committee

The Executive Committee provides overall direction of CSW and consists of the CSW chair, vice-chair and all committee chairpersons. The Executive Committee ensures that CSW and the initiatives of its sub-committees are in alignment with its duties, functions, and powers as defined in the Greensboro Code of Ordinances, Section 12-43. Monthly meetings are held the second Tuesday of each month.

Speakers are invited to CSW meetings during the year to provide a public platform for guests to discuss a variety of issues affecting women, including health treatment disparities, gender violence, cultural outreach, and entrepreneurial opportunities. At the September 2008 meeting, Jackie Stanley, motivational speaker and author of the *Dictionary of Encouragement*, shared a compelling story about a woman's 27-year commitment to raise \$250,000 for a community swimming pool by collecting aluminum cans. She encouraged the commission to stay on its path, stating that the story was a reminder of the powerful difference small things can make when there is a commitment to achieving goals over a long period of time.

Members of the *Women Improving Race Relations* (WIRR) Reader's Group attended the October 2008 meeting to provide a presentation on the history of WIRR, outreach efforts, and upcoming events. WIRR was formed in 1990 as a joint project of CSW, YWCA Public Affairs Committee, and League of Women Voters. WIRR was to be an ongoing effort promoting harmony at a personal level by forming one-on-one relationships across racial lines.

Brandolyn White, Community Outreach Specialist for the UNC Program of Ethnicity, Cultural, and Health Outcomes (ECHO), was also a speaker at the October 2008 meeting. Ms. White works with organizations to foster community outreach projects/programs addressing health promotion and disease prevention, particularly among people of color. She presented comprehensive information on the various programs and research projects addressing health disparities implemented by ECHO.

At the November 2008 meeting, CSW presented a Certificate of Appreciation to Cathy Daniels-Lee, Program Coordinator of the Nussbaum Center for Entrepreneurship, in recognition for her outstanding guidance and assistance freely given to ensure a successful *Women's Entrepreneur Conference* held September 13, 2008 at UNCG.

In addition to serving *ex officio* at ad hoc committee meetings, the chair initiated meetings with and prompted support from the Women of Guilford Board of Directors to provide funding for the *50 Plus Speak Out* forum hosted by CSW in June 2009.

B. Governance Committee

The Governance Committee is responsible for oversight of CSW, membership, ways and means, officer nominations, and legislative reporting.

During fiscal year 2008-2009 CSW met the challenge of introducing newly appointed officers and members to their roles as commissioners. Operating without the benefit of past leadership in the transition and with the assistance of staff, CSW launched an aggressive strategy to accomplish goals and objectives developed at its annual retreat. Committees were reorganized to establish priorities in a few key areas such as services to seniors, violence against women, and fair housing education where CSW could experience the most success and visibility in the community. The effort was fomented by commissioners' participation in various training programs and attendance at conferences to deepen their understanding and commitment of service to the City of Greensboro.

The Governance Committee's focus on policy-making functions and operational functions included activity to boost the numbers and quality of membership. In addition, issues not originally targeted, though necessary for the continued operation of CSW, were accomplished despite the reduction in staff resources.

Goal 1: Recruit high-quality Commissioners in order to achieve a full membership list of 15. The Greensboro City ordinance mandates CSW membership of 15 individuals appointed by City Council for a term of three years. The term continues until appointment of a replacement. Members are eligible to serve for no more than two consecutive terms.

Action: Partly accomplished. As the fiscal year began, CSW was severely hampered in its activities due to a roster of only eight members. However, six new commissioners were recruited, increasing membership 13 for most of the year but ending with 12. Efforts to keep diversity in race, age, cultural background, profession, and geographic residence remained a priority to allow for multiple perspectives and voices to augment the Commission's work.

Prospective candidates are encouraged to visit the City's website for comprehensive information on boards and commissions.

Present membership – 12

<u>District</u>	<u>Number</u>	<u>City Council Member</u>
1	2	Bellamy-Small
2	3	Wells
3	3	Matheny
4	1	Barber
5	3	Wade

Goal 2: Prepare guidelines for working with City Council to ensure prompt appointment of recommended candidates. In conjunction with this goal, develop a communication plan for prospective and new CSW members.

Action: Completed. A process was designed and implemented to affect more proactive recruiting efforts and follow-up with City Council members. Communication with prospective and new commissioners was facilitated by the CSW Vice Chair.

Goal 3: Develop procedures for the nomination process of CSW Chair and Vice Chair, and present slate of candidates in Spring 2009.

Action: Completed. Steps involved in the nomination process were reviewed, written, and distributed. A slate of candidates was presented at the May 2009 regular CSW meeting.

Goal 4: Ensure that new Board members are provided orientation in a timely fashion.

Action: Mostly accomplished. The HRD staff agreed to provide orientation training. Considerable progress was made in providing timely training for new commissioners.

Goal 5: Monitor local and relevant state legislative activities.

Action: CSW Commissioners were regularly updated via monitored activity of North Carolina Women United (NCWU). CSW is a member of NCWU along with other governmental commissions including Wake and Mecklenburg Counties. In addition, local events which bring focus to issues relevant to women such as domestic violence, career training and health were circulated through CSW e-Alerts.

Goal 6: Write or redraft policies as needed for effective CSW operations, decision making, and program planning.

Action: Procedures and documents prepared for CSW approval were:

1. *Methods for Commissioner-Staff communication* improved the minutes recording/transcription function and streamlined channels of communication to provide that staff would communicate to all commissioners through the CSW chair.
2. *Procedure for Distributing E-Alerts* was drafted, approved, and implemented.
3. *A Media Contact Policy* was extensively discussed, drafted, approved, and implemented.
4. *Conflicts of Interest Statement*—Recognizing the potential for perceived conflicts of interests by commissioners employed by agencies that may partner with CSW concerns, a policy was drafted, and approved.
5. *Established CSW Priorities and Scope of Activities*—In response to requests by commissioners to pursue activities related to the homeless, transportation deficiencies, and other matters that affect women, the Governance Committee

discussed and provided more detailed suggestions for guidelines on how, as a collective group, CSW would best determine when a proposed activity could be addressed or adequately served through the efforts of CSW. The guidelines are pending further discussion and approval.

REPORTS OF AD HOC COMMITTEES

C. Community Partnership Committee

The CSW Community Partnership Committee (CPC) was initiated in the 2007-2008 program year to develop partnerships with other organizations that mirror CSW's mission and vision to host informative seminars/workshops and collaborate on projects that improve the quality of life for women in Greensboro. The CPC's mission is *to create a more efficient networking system to inform and educate women in the City of Greensboro of the many services that are offered to meet their needs*. The mission was created in July 2007.

During fiscal year 2008-2009, CPC has been actively participating in the following community service organizations and programs:

Fair Housing and Familial Status – CSW/CPC was to sponsor a *Fair Housing workshop on familial status discrimination* in partnership with The Women's Resource Center and Greensboro Human Relation Department, on Thursday, August 20, 2009 at the Women's Resource Center. Cheryl Gant, Fair Housing Specialist will facilitate the training that is to be rescheduled in September or October to attract a larger audience.

Women's Entrepreneurial Leadership & Learning Conference – CPC Committee members, along with Cathy Daniels-Lee, Program Coordinator, with the Nussbaum Center for Entrepreneurship, participated in the 2008 inaugural conference. For 2009, CSW will be involved again to assist in the planning and marketing of the 2009 Women's Entrepreneurial Leadership & Learning Conference to be held on Saturday, November 7, 2009 at James B. Dudley Senior High School from 8AM – 5PM. The conference theme is *"Women Entrepreneurs on the Rise."* The cost for adults is \$30 and \$15 for teen girls. There will also be a conference reception at Barnes and Noble (Friendly Center) on Friday, November 6, 2009, 7 pm - 9 pm.

Recommendation for fiscal year 2009-2010:

- Investigate and address medical health issues related to women with breast cancer and/or women with HIV/AIDS in the City of Greensboro.
- Continue partnerships with current organizations.

Women Improving Race Relations (WIRR) Readers Group consists of active women of all ages, races, and interests, who are leaders in their home, work, faith communities, political and educational arenas. WIRR's efforts are focused on building one-on-one relationships. WIRR meets in members' homes once a month for discussions and fellowship. In October 2008 members participated in the Greensboro One-City-One-Book, which occurs in Greensboro every two years. *"The Pleasure Was Mine"* was read and discussed; two facilitators from *Friends of the Library* attended the meeting. The following books were read and discussed during the 08-09 fiscal year:

Sept. 28, 2008	<u>MIRROR TO AMERICA</u> by John Hope Franklin Bio (#7)
Oct. 26, 2008	<u>THE PLEASURE WAS MINE</u> by Tommy Hayes F
Nov. 23, 2008	<u>A TREE GROWS IN BROOKLYN</u> by Betty Smith F (#3)
Jan. 25, 2009	<u>COMING UP DOWN HOME</u> by Cecil Brown Bio (#3)
Feb. 22, 2009	<u>THE KNOWN WORLD</u> by Edwin Jones F
March 22, 2009	<u>THE COLOR OF OUR FUTURE</u> by Farai Chideya NF (# 1)
Apr. 26, 2009	<u>THREE CUPS OF TEA</u> by Greg Mortenson NF (# 11)
May 17, 2009	<u>RUN</u> by Anne Patchett F (#5)

F - Fiction
NF - Non-Fiction

Bio - Biography
- in Library

In addition to the monthly book club discussion, WIRR is actively engaged in *The Cultural Exchange*, an initiative in which the group meets with women from other cultures to discuss and promote inter-cultural understanding. *The Cultural Exchange* takes place on the first Sunday of each month from 4:00 to 6:00pm at our local libraries.

1. October 5, 2008 —African Women of Greensboro..... McGirt-Horton Library
2. November 2, 2008 —Native American Women..... Chavis Branch Library
3. January 4, 2009—Latina Women..... Glenwood Library
4. February 1, 2009 —“Black in America” CNN video Glenwood Library
5. March 1, 2009 —Muslim Women in Greensboro Glenwood Library
6. April 5, 2009—Immigration video Glenwood Library

D. Seniors to Seniors Committee

The Services to Seniors Committee was created to improve the quality of life for Greensboro’s elderly community by providing access to information on agencies, programs, resources, and services available to them. Its overall theme is **“No Senior Left Behind.”**

Major project – Vial of Life...It’s in the Bag Project. This project was initiated during fiscal year 2005-2006 after considerable research on the national *Vial of Life* program, as well as consultation with doctors, caregivers, and emergency response personnel. The *Vial of Life* kit consists of a plastic baggie containing a medical information form, alert sticker, and magnet. Individuals are instructed to complete the medical information form with the assistance of their physician. The completed information, including a “Do Not Resuscitate Order (DNR), is inserted in the plastic baggie to be placed on the top shelf of the refrigerator. The alert magnet is affixed on the outside door of the refrigerator where it can be easily seen by an emergency medical team responding to a critical illness or accident at an individual’s home. In light of the positive response and requests for CSW’s *Vial of Life*, the Committee’s objective for fiscal year 2009-2010 is to develop a marketing plan for distribution of the kit throughout Greensboro and the Greater Greensboro community. During fiscal year 2008-2009, *Vials of Life* were distributed to the following:

- 125 - Love And Faith Christian Fellowship
- 100 - Justin Hargett – Firefighter Northeast Guilford
- 25 - Individuals
- 50 - White Oak Grove Church

- 40 - Eagle Family Medicine
- 60 - Anointed Acres

The *Vial of Life* packets were also available for distribution at various CSW events and other community functions attended by Committee members.

Community Outreach

- **Senior Health Insurance Information Program (SHIIP)** – Committee members attended a seminar sponsored by the Senior Health Insurance Program (SHIIP), a program designed to inform seniors about Medicare Part D, Medicare Supplements, Medicare Advantage and Long Term care. It is also designed to help senior citizens recognize and prevent errors in Medicare billing. During the very informative session, Service to Seniors committee members were asked to be *champions* in the effort to disseminate information about SHIP.

Recommendation for 2009-2010: Continued networking with SHIP.

- **Red Hat Society and AARP** – Committee members attended a meeting with the Red Hat Society and AARP at an Independent Living Facility. The purpose of the meeting was to provide information about the Services to Seniors Committee and benefits of its services. The attendees also received information about the *50 Plus Forum*. Both groups assisted the committee in distributing flyers for the *50 Plus Forum*; AARP participated as a vendor at the forum. Collaboration with these organizations continues.
- **50 Plus Speak-out/Forum** – The committee's second annual *50 Plus Speak-out/Forum* was held on June 27, 2009 at the Greensboro Public Central Library and drew more than 60 people. The theme for this event was "*Empowering 50 Plus to Make Informed Decisions.*" Extensive publicity was conducted in an effort to increase attendance and involvement in the program. As a result, several community organizations volunteered to provide their services. This created a nucleus of resource agencies for networking purposes and partnering efforts. Keynote speakers were: Andy Stern, Regional Director of Social Security Administration – *Social Security—Updates and Changes*; Dr. Roy Moore, Community Fitness Expert – *Health and Wellness*; Ann Gregory, Community Relations Coordinator, Greensboro Police Department – *Safety for Seniors*; A. Frank Johns, Attorney – *Advanced Directives, Estate Planning, Long Term Care*. Health screenings for blood pressure, glucose, and cholesterol levels were offered by the following participating agencies: Piedmont Health Services and Sigma Chi Chapter, Chi Eta Phi Nursing Sorority. Breast Cancer questionnaires were also available. Other participating community agencies with informational booths included: AARP, Center for Creative Aging, Senior Health Insurance Information Program (SHIIP); Senior Resources of Greensboro, and Shepherd's Center of Greensboro.

Door prizes were given to participants after each speaker. Each person with a winning ticket was asked to offer some pertinent facts about the speaker's presentation. Their detailed answers exhibited attentiveness to the message.

Recommendations for fiscal year 2009-2010:

- Change format. Rather than keynote speakers in a forum setting, have participating agencies with their spokesperson and information on older adult health as well as benefits available to seniors country-wide.
- Expand offering of health screenings.
- In an effort to prevent a decrease in attendance, schedule event for a date, time and place least likely to conflict with other community activities, preferably early Spring.

Projected goal for 2009-2010: Continued focus on marketing the *Vial of Life* packets.

E. Violence Against Women

The Violence Against Women Committee identifies and participates in initiatives that explore preventive measures for gender-based violence. It also sponsors programs, projects or events that inform and educate the community concerning violence against women and the cycle of domestic violence.

During the year, considerable effort and time was spent networking with churches, schools, and other organizations to inform and educate women on issues of domestic violence. Specific topics discussed at various networking sessions included the impact of domestic violence on children, anger management, and mental health issues. The subject of domestic violence was also addressed during workshops conducted at: The Women's Resource Center and Women's Entrepreneurial Leadership & Learning Conference. On April 22, 2009, The Sherri Denese Jackson Foundation for the Prevention of Domestic Violence, Inc. sponsored a Domestic Violence Summit for high school and college students. Topics included signs of abuse and control, conflict resolution, awareness and intervention. There was open discussion on the Chris Brown/Rihanna incident. This incident of domestic violence between music artists, Rihanna and Chris Brown, was also highlighted at CSW's March meeting.

Commissioner Yvonne Cobb, chair of the Violence Against Women committee, attended the June 2009 Statewide Domestic Violence Training Conference. This three-day conference featured keynote speakers and workshop facilitators from a wide spectrum of the law enforcement community, military, government, social service agencies, victim advocates, and survivors of domestic violence. Information gained from the conference will enable the committee to adequately serve as a clearinghouse for available resources on laws and legislation related to domestic violence, legal and health counseling services, networking groups, and social service agencies.

*The Commission's strength has always been its
volunteerism, dedication, and collaboration.*

*As the Commission's work continues—enhancing the lives of women—
it improves the quality of life for Greensboro women, their families, and community.*

